



Blue Sky Librarian Standards

Standard 1: Plan for and implement effective learning and teaching	Beginning	Developing	Mastering
Information Literacy & Research Skills	The librarian collaborates with classroom/subject teachers to create and teach lessons using the resources of the library. Works directly with whole classes, small groups or individual students.	The librarian collaborates with classroom/subject teachers to create and teach lessons in information literacy, research, academic honesty, and digital citizenship skills linked to the curriculum.	The librarian provides staff development opportunities in information literacy & research skills, including academic honesty, digital citizenship, to instil a school-wide ethical use of information.
Reading promotion	Encourages reading and the enjoyment of literature. Promotes reading for learning, personal growth and enjoyment using a range of strategies and resources.	Promotes a love of reading and maintains knowledge of children's literature, and collaborates with teachers in encouraging and supporting student development of reading skills.	Promotes reading reaching out to the wider community, through diverse strategies, and communication channels, based on professional, high quality and appropriate resources and materials.
Collaborative planning/team teaching	The librarian supports learning and teaching by providing information literacy and reading programmes and the appropriate resources on request from teachers.	The librarian works with teachers to plan and implement information literacy and reading programmes and resources that result in positive student outcomes.	The librarian is an active member of the curriculum planning body of the school to ensure maximum support of integrated learning and teaching college-wide, and ensures that appropriate resources are available in the collection.

Standard 2: Library collection development to support teaching, learning and reading	Beginning	Developing	Mastering
Cultural identity, international mindedness, and Languages Other Than English (LOTE),	The library collection somewhat reflects the cultural diversity in the College, and provides students with some opportunities to explore their cultural identity and some languages.	The library collection reflects the cultural diversity in the College, and provides students with opportunities to explore their cultural identity and some native languages.	The library collection reflects the cultural diversity in the College and the wider community, and provides students with opportunities to explore their own cultural identity and many native languages in depth.
English as an Additional Language (EAL) and other learner needs	The librarian is aware of specific learner needs and can cater for some of them. This is reflected in the library collection.	The librarian liaises with EAL and Learning Support Departments to source and create appropriate resources to meet the needs of EAL and learning support students.	The librarian pro-actively supports teachers to embed EAL and other learners' needs in their practice.
Collection development and access to resources	The librarian develops the library collection and provides access through efficient and professional systems, including displays, guiding, signage, and publicity materials.	The librarian develops the library collection to meet the diverse curricular, personal, and professional needs of students and teachers and trains users in creating resources lists, etc.	The librarian develops the library collection to enhance, stimulate and promote the diverse curricular, personal, and professional needs of students and teachers, and develops and maintains online guides to enable and promote access when and where needed to the library resources, and information / instructions on library related skills and fluencies.

Standard 3: Library management	Beginning	Developing	Mastering
Space	The librarian creates a safe space to meet the needs for study, teaching, learning, and relaxation.	The librarian provides a safe welcoming space for a diversity of learner styles and learner needs.	The librarian ensures that the library experience goes beyond study and teaching by providing a safe space for exploration and imagination
Budget	The (head) librarian prepares the library budget in collaboration with the College Leadership Team and manages it in line with College procedures.	The librarian has a clear understanding of the procurement process and is able to strategically plan and budget for improvement in the library services and collection.	The librarian strategically plans and budgets for improvement in library and information services in accordance with international standards and benchmarks.
Staff Management	The librarian supervises the work of para-professionals, volunteers, and student library assistants.	The librarian offers appropriate training, supervision, evaluation, and support for staff, helpers, and volunteers.	The librarian creates, maintains and develops a team to ensure that all aspects of library management and services are optimally supported.
Planning, goal setting, and evaluation	The librarian sets yearly goals and reports on them based on facts, statistics, and other benchmarks, and produces and publishes relevant statistics on collection and library use.	The librarian sets long-term goals that are in alignment with the College Improvement Plan and reports on these regularly to adjust the goals where needed.	The librarian assures that the long-term goals college-wide multi year strategic plans are incorporated in the strategic plans of the library, and plays an active role in the goal setting and the evaluation of the goals.
Library Policy Development	The librarian ensures that the library's policies and procedures support the school's mission and vision.	The librarian develops and maintains a current set of library policies, procedures, development plans and annual report, and ensures that the policies and procedures are evaluated so as to effectively support learning and teaching.	The librarian communicates and collaborates with students, teachers, parents, Senior Leadership Team and administrators to ensure the library services, resources and standards support the school's mission and vision, and ensures that this is reflected in the library policy documents.

Standard 4 Professional engagement with learning and the wider community	Beginning	Developing	Mastering
Coaching and mentoring	The librarian maintains collaborative and cooperative relationships with students and colleagues.	The librarian is developing coaching and mentoring skills and beginning to coach others.	The librarian coaches and mentors colleagues to support them in learning and using information fluency skills in the classroom.
Communication	Uses basic communication to support students on issues around reading, borrowing, and use of the library.	Communicates regularly with the school community beyond issues around reading, borrowing, and library use.	Makes use of a wide range of techniques to communicate with the wider community to promote the all aspects of the library. Makes effective use of data to assess how the library meets the needs of the diverse communities.
Professional learning and networking	The librarian is actively involved in Professional Learning, education and library professional networks.	The librarian assists school improvement initiatives by working on committees, or other learning groups, and maintains learning network relations within the international librarian community.	The librarian leads and / or participates fully in learning meetings as well as strategic school meetings to articulate ways in which school libraries can contribute to student achievement and school improvement.
Reflecting on practice	Carries out some reflection on their learning experiences and professional practice.	Consistently reflects on and evaluates all professional learning experiences and professional practice.	The librarian consistently reflects on and evaluates all professional experiences and based on that adjusts practice where necessary.